195(.  **File No.** 2697/48(1) 王

**B CLASS**  P.W. **DEPARTMENT**

王 **BRANCH** (II)

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**Subject:**—B'bay Joint Staff Federation

Joint Council Constituent Meeting of

(13)

BLK 1150

**File No.** 2697/48(1)-王-王B(II)

Etd. Scott. Slip. 24 A

Std. Sectt. 78 e.

G. R., G. D., No. 2408, dated 22-6-22.]

Correspondence

# DOCKET SHEET

*Subject :—*

File No. 269/48(1)-I

PW DEPT.

E BRANCH. H

*References :—*

Copies from the main file B [M]

| Date. | To whom sent. | Notes and instructions. |
|---|---|---|
| | | |

Unit for Circle Office.

The following table shows the addl. requirements of posts as presented by the staff side for a Circle office.

(Note :- Those items in which the staff side has not made any addl. demands have been omitted.)

| Serial No. | Designation of the post | No. of posts in the Unit. | Posts as proposed by the staff side for Normal | Irrigation. |
|---|---|---|---|---|
| 1 | D'man (Rs 100-4-120-5-170 / Rs 100-10-180) | 1 | 2 | 2 |
| 2 | S.A.C. (Rs 100-8-140-10-150) | 1 | 2 | 2 |
| 3 | Sr. Clerks (Rs 92-8-140) | 3 | 3 | 4 |
| 4 | Jr. Clerks (Rs 46-3-85-4 E.B.-105) | 6 | 8 | 9 |
| 5 | Record keeper (Rs 35-1-50) | 1 | 1 | 1 |
| 6 | Cl. IV Servants | 6 | 8 | 8 |

The remarks in respect of each addl. demand are made in the following sub-paras. :-

(1) D'man's. The Circle office has at present one post of an Asstt. D'man. The staff side has proposed one post of a Hd. D'man in the and one of a D'man, i.e., one addl. post of a D'man in scale of Rs 100-4-120-5-170 / 100-10-180 for the Circle office.

No figures have been furnished for the increased demand. The post of one Hd. D'man for a Circle office was fixed after consultation with S.Es. In a separate file dealing with the proposal of conversion of the D'man's posts into those of overseers in Circle and Divl. offices (file No. 1282/48) there is no complaint from any quarter that the D'man's work is either heavy or is in arrears.

There is, therefore, no justification in the demand for one addl. posts of a D'man in the S.E.'s office

(2) S.A.C. The staff side wants an increase of one S.A.C. (scle Rs 100-8-140-10-150) in the Circle office,

i.e., in all they demand two posts of S.A.C. as against the one at present. The second post is reqd. for a S.A.C. dealing with matters other than estabt., i.e., Budget, etc. In the unit recently adopted for a Circle office there is only one S.A.C. Addl. post can only be allowed if it is established that the work has increased. This is not the case however. What is implied is that for matters other than estabt. Some responsible Senior person is necy. On this account only the demand for a second S.A.C. appears worth considering but this post may be allowed only after converting one of the posts of either a Sr. Clerk (scale Rs. 92-8-140) or of a Jr. Clerk(scale Rs 46-3-85-4-E .B. -105). The extra cost involved in the proposal will be (if the post of a Sr. Clerk is concerted) Rs. 120 per annum per post. The local officers will have to be consulted on this change.

(3) Sr. Clerks (Rs 92-8-140) . The unit allows 3 Sr. Clerks for a Circle office. The staff side requires one addl. post for the irrign. Circle offices. There is no adequate justification for such an addition only in Irrign. office. It appears that if the proposal reg. concersion of a Sr. Clerk into that of a S.A.C. made above is accepted, the duties at present allotted between the S.A.C. and the Sr. Clerks will have to be properly redistributed. This will be done in consultation with the local officers. The request for an addl. Sr. Clerk may be negatived.

(4) Jr. Clerks. The unit allows 6 Jr. Clerks . The staff side wants 8 clerks for normal circles and 9 clerks for Irrign. Circles.

From the distribution of the Jr. clerks as proposed by the staff side, vide last col. of the statt., it is clear that the ncrease is in respect of one typist and one mis. clerks in the normal circles and

one addl. clerk for irrign. circle. The necessity for a separate stenotypist in the Circle office is not clear. No S.E. has asked for such a post. The two typists for a Circle office are more than sufficient and for a Circle office are more than sufficient and any addl. strength will require substantiation by facts reg. increased work.

The clerk for misc. duties has no justification. The few mis. duties that are left after distributing main duties can, without any addl. burden, be entrusted to the inward and the outward clerks. Furthermore, two Jr. clerks have been proposed for assisting the estabt. clerk. This seems unwarranted and unnecy. One asstt. to the estabt. clerk is sufficient and this addl. clerk can be entrusted with mis. duties.

The increased demand for addl. Jr. Clerks may be negatived.

(5) Record-keeper. The demand for a record keeper for a Circle office appears to be genuine. The present time seems in opertune to open the question although the necessity for a record keeper for a Circle office seems more than justified.

(6) Class IV servants. It is true that the strength of class IV servants depends upon the total staff for an office. From the recent noting on file No. p. 190/8/93960 it is noticed that the question of allotment of Class Iv servants is under consideration of F.D. The question may, therefore, be deferred until a final decision is reached on the question of re-allotment of Class IV servants

Standard Unit of Divl. office.

2. The following table shows the addl. requirements of the staff side (where the staff side has no addl. demands the item has been omitted).

| Serial No. | Designation. | Sanctioned No. of posts | As proposed by Staff side for | |
|---|---|---|---|---|
| | | | Normal | Irrigation. |
| 1 | Accounts Br. | | | |
| | S.A.C. (Rs 100-8-140-10-150) | 1 | 2 | 2 |
| 2 | Jr. Clerks (Rs 46-3-85-4 E.B. -105) | 4 | 7 | 8 |
| 3 | Asstt. Storekeeper (Rs 46-3-85-4-E.B.-105) | - | 1 | 1 |
| 4 | Sr Correspondence Br. | | | |
| | Sr Accounts Clerk (Rs 100-8-140-10-150) | - | - | 1 |
| 5 | Jr. Clerks (Rs 46-3-85-4-E.B. -105) | 5 | 7 | 7 |
| 6 | Daftary (Rs 35-1-50 ) | - | 1 | 1 |
| | Drawing Br. | | | |
| 7 | Tracers (Rs 46-3-85-4-E.B.-105) | 2 | 5 | 6 |
| | Class IV Servants. | | | |
| 8 | Peons (Rs 30-1/2-35) | 5 | 8 | 8 |
| 9 | Chowkidars (Rs 35-1/2-40) | 1 | 2 | 2 |

These are discussed below.

(a) S.A.C. The demand is to increase one post of S.A.C. to deal wit' estabt. There is already one post of a Sr. Clerk to deal with estabt. matters. The necessity for an addl. S.A.C. is not, therefore, clear.

(b) Jr. Clerks. The demand for Jr. Clerks (otherwise known as 'Auditors) viz. 7 for normal and 8 for Irrign. Dns. as against 4 proposed is rather abnormal. The staff side requires one audit clerk in the Accounts Br. of the Divl. office for each Sub-Dn. This is too liberal a provision particularly when there are 5 Jr. Clerks in the correspondence branch. The staff side has proposed two Jr. Clerks to assist the Estabt. clerk. This provision is also very liberal. In the absence of statistics reg. increase in work the demand will have to be negatived.

(c) Asstt. Store-keeper. The justification for the apptt. of

an Asstt. Store-keeper is given in the remarks column of the statt. The post of an Asstt. sote keeper is asked on account of increase in work. This increased work required detailed justification . If the proposal is to be pursued further, the local officers will be asked to give their views on the proposal and if they agree to it, to justify the same by facts and figures as regards increase in work.

An additional post of the Asstt. Store-keeper has been allowed in the case of certain heavy Dns. It cannot however be allowed in a normal issual charge

22-11-50

(d) Jr. Clerks (in Correspondence Br.) What is true of the position as regards Jr. clerks in the Accountants Br. is equally true in respect of Jr. Clerks in the Correspondence Br. The demand will have to negatived.

(e) Daftary. In view of the position as explained in para. 1(5) above, reg. Record -keepers for Circle office the proposal to appoint a Daftary in each Divl. office will have to be negatived.

(f) Tracers. The staff side demand is for 5 tracers for normal dn. and 6 tracers for Irrigation Dn. against 2 now proposed, in the Yardstick. It is explained by the the staff side that the number of block tracing pertaining to irrign. is large and hence one more tracer is asked for. There is, however, a wide difference in the demand for tracers the staff side as against the sanctioned unit which includes only two tracers. No explaination has been offered for the increase. In the absence of such an explanation, the request may be negatived.

The demand is excessive and cannot be accepted.

22-11-50

(g) Class IV servants. The F.D. is considering the revision of the scale of Class Iv servants to be allowed to Govt. officers .. No. action need be taken on the proposal.

Sub -Dnl. Unit.

3 Overseers. The staff side demands 1 overseer for each section. This is not correct. In a Sub-Dn. there are certain small sections and these are in charge of experienced Maistries of long standing. The normal unit

unit of 3 overseers of Sub-Dn. seems sufficient. On case of urgent necessity the local officers will demand extra Overseers and these will be sanctioned as and when necy. The demand for an Overseers for each Sub-Divl. office is also not supported by statisatios and may not be accepted.

Id/-

22-11-50

Subject to my marginal remarks on page 27. I am in agreement with the O.N. A copy of this note may be forwarded to the Spl. officer (R)

Id/-

26-11-50

E.B. (II)

Resubmitted with the necy. draft for approval

28-11-50

G.P.K.—(J) H/11-1,00,000-30.54
G.R.,H.I,G.D., No. 2520/38, dated 20-12-16.]



# SEPARATOR

Joint Council and Council for the class IV employees of Government.

Payment of travelling allowance to members of the-

Government of Bombay.

Political and Services Department.
Resolution No. 9675/34
Bombay Castle, 22nd May 1950

Read Government Resolution, Political and Services Department, No. 9675/34, dated the 9th February 1948.

RESOLUTION- The Government of Bombay is pleased to direct that Government servants who are members of the Joint Council and the Council for the Calss IV employees of Government whether on the Government side or the Staff side and whose headquarters are outside Greater Bombay should be paid travelling allowance and daily allowance according to the rates admissible to them in respect of their jpurney to attend the meetings of the two Councils subject to the general conditions regarding the admissibility of these allowances. The charge of the allowance payable to each of the officials should be borne by their respective Departments or offices.

2. These orders should take effect from the 9th February 1948.

By order of the Governor of Bombay.

MD. BHAT.
Chief Secretary to the Government of Bombay.
Political and Services Department.

To

The Accountant General, Bombay (through the finance Department).
All Heads of Departments and Heads of Offices under the several Departments of the Secretariat,
The Finance Department,
All Other Departments of the Secretariat,
The President, Bombay Government Staff Federation, Bombay,
The President, Government Peons' and Inferior Servants' Union, Bombay.

No. of 1950

Copy forwarded for information and guidance to

P.W.D.

E.B.(II)
Submitted for information
Record.
Record with the main file 23-6-50

Proceedings of the Third Meeting of the Joint Council held in the committee Room on the first Floor of the Secretariat at 2.30 P.M. on Friday, the-16th June 1950

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Present.

Government Side.

1. Chief Secretary to Government.
2. Commissioner,N rthern Division.
3. Chief Conservator of Forests.
4. Deputy Secretary to Government,Public Works Department for Chief Engineer to Government.

Staff side.

1. Shri N.S. Giradkar.
2. Shri K.T. Ranade.
3. Shri B.G. Deshpande.
4. Shri A.K.S. Nair.
5. Shri K.V. Kulkarni.

The Secretary to the Government of Bombay,Finance Department was present by special invitation.

After the minutes of the second meeting of the Council were confirmed, the first item of the Agenda viz., theFeder-s outstanding demands in connection with revised pay-scales was taken up. The Secretary,Finance Department,gave an account of the meeting which the members of the staff side had with him on 29th October 1949.

As a result of the discussions which took place at that meeting, the Finance Department had taken up the cases of anomalies and individual hardship put forward by the staff Side. The meeting was acquainted with the progress made in each one of these cases. In some cases the orders removing the anomalies had already been is sued, while other cases were still under consideration. The Secretary, Finance Department stated that the Staff Side had pleaded for the application of the point to point method of fixation of pay as many senior members of the staff were put to hardship by the ~~sa~~ method of fixation adopted by Government. While considering the method of fixation the Central Pay Commission had considered whether full credit should be given to the employees in respect of their past services and had recommend a certain formula- The Government of Bombay had adopted that formula with a slight liberalisation in favour of persons who, being relatively junior, were in the lower ranges of their pay scales. It was not practivable for Government to adopt the point to point method of fixation as that would have meant an additional expenditure of about one crore. There were also various considerations of principle which could be urged against the adoption of the point to point method. Shri Giradkar stated that most of the cases of individual hardship received by the Staff Side were those of the senior members who had received negligible benefit from the revised pay-scales- He, therefore, sugg sted that in-case it was not possible to apply the point to point method of fixxation the senior members of the staff might be given weightage in the form of one or more increments according to the total length of their service in their particular cadres. He also stated that according to his information the system or weightage had been adopted by the RailWay Department in order to give relief to the senior members of the staff in that Department. The Chairman agreed to consider the matter further after the Staff Side had furnished necessary information.

As regards the abolition of the intermediate pay-scale the Secretary,Finance Department stated that these scales were abolished as running scales had now been sanctioned. The Staff Side did not press

press the point further. Shree Giradkar stated that the allowance of Rs.15/- per mensem sanctioned for the matriculated typists at the Secretariat did not satisfy them. He urged that early orders should be issued making those typists elagible for promotion to theupper division just like the other lower division clerks and that the question should not be kept pending- The Chairman stated that Government was awaiting certain information from the Bombay Public Service Commission and expected to issue the necessary orders within a period of about four months.

As regards the grant of city scales of pay to the staff in the Office of the Surgeon General with the Government of Bombay, the Public Works Department, the Co-operative Department,etc., the Secretary ,Finance Department stated that Government was still awaiting information regarding the number of transfers which took places in those Departments. Government found it difficult to grant the Bombay scales to the staff in question since they were liable to be transferred from the City. Shri Giradkar stated that from theinformation collected by the Staff Side it appeared that the number of transfers from Bombay City to the mofussil and vice versa in the Departments in question was negligible and that it was, therefore unfair for the staff in the City to be required to forgo the benefits attached to the city ~~to be required to forg~~ scales only on that ground. He requested that early orders may be issued in the matter.

Orders had already been issued removing the anomalous position arising out of the overlapping scales of pay sanctioned for the Junior Accountants and Accountants in the Forest Department. A revised scale of Rs. 30-1-35 had also been sanctioned for the guards in the Forest D Department. The anomaly in the pay of Messrs. Raje, Wani and Patil in the Registration Department had been removed. As regards the demand that the lowest grade for Sub-Registrars who were graduates and direct recruits should be the same as that sanctioned for the Aval Karkuns in the Revenue Department, the Secretary, Finance Department stated that the Head of the Department concerned did not consider that the work of the Sub-Registrars entitled them to the scale of the Aval Karkuns. Orders had been issued sanctioning a slightly revised scale for the post of the Steward, Yeravda Central Prison. Shri Giradkar pointed out that the revised scale did not remove the hardship caused to Shri B.S. Sethna, the present incumbent of that post. The secretary, Finance Department observed that it was true that therevised scales did not bring an immediate addition to the emoluments of a few employees. Government could not, however, make any exveptions in the General application of the rules. The Cases of the stenotypists in the Electric Grid Department and the cases from the small Causes Court could not be considered as therequired information was still awaited by Government from these Departments.

Shri Giradkar suggested that since the issues of retrenchment, increase in the hours of work and thegrant of overtile allowance were correlated they should be considered together. The Chairman observed that it has become necessary for Government to undertake retrenchment in view of thedeficit in the budget. He felt that the only point to be considered by the Council was how the hardship which retrenchment might cause could be lessened. The Secretary, Finance Department stated that it was not the Government's intendion to effect a saving by exploiting the labour of Government employees. Government lost considerable revenue on account of prohibition, food subsidies, etc. The major portion of the deficit was met by the a drastic curtailment in thevarious schemes,

COnsistent with the basic policies of Government and a balance of about four crores was sought to be met by measures like retrenchment, reduction in the expenditure on travelling allowances, etc.It would also be wrong to say, he contended, that retrenchment was solely due to the deficit in the budget though the occurrence of such deficit during the current year had undoubtedly accelerated the consideration of that proposal. The Administrative Enquiry Committee had pointed out in the report that there was some amount of duplication in the activities of the various departments and offices of Government and had suggested that by avoiding duplication and by rationlising work it would be possible to effect economy in the expenditure on the staff. The issue of retrenchment would arise directly out of that recommendation i.e. even apart from the budgetory position. Attempts were being made also to cut down the volume of work. He, therefore, maintained that retrenchment would not, on reasonable standard of work, increase the legitimate work load on Government employees. Shri Giradkar maintained that from whatever angle retrenchment was giewed it was plainly an effort to pass on to the shoulders of Government employees the entire burden of the budget deficit. Since the administration of the State was being run for the benefit of all people in the State it was unjust to the Government employees to be called upon along to bear that burden. He did not agree that there was any decrease in the volume of work and felt that retrenchment was being carried out on an arbitrary basis without any regsrd to the staff requirements of the various offices as could be seen from the Government orders directing the Heads of Departments and offices to retrench 5 percent of the staff under them. As it was, even without retrenchment the working conditions obtaining in the various offices were far from satisfactory. If all that was being done was only an attempt at reorganisation the word that was being done was only an attempt at reorganisation the word 'retrenchment' should not have been used . He also maintained that reorganisation would mean that staff is either retrenched or supplemented according to the requirements of each officece.. Shir Deshpande stated that the proposals for the reorganisation of the Forest Department were still under consideration and that no retrenchment was possible in that Department. According to him, investigation regarding the volume of work in every department should be carried out before retrenchment is effected in that Department. Shri Nair observed that the Staff Side of the Council should have been consulted before retrenchment was planned. He suggested that a committee on the lines of the Working Party recently appointed by Goverment for the textile industry should be appointed to go into the question. The Chairman stated that the whole question depended upon the Government's ability to incur the required expenditure on the staff. Notive had to be served to the persons to be brought under retrenchment as the time factor had assumed importance in view of the need to cause the contemplated saving during the course of the current year. There was, however, room for reconsideration even though the notices had been served. Government had agreed not to retrench in some departments where the volume of work justified that.

The Chairman asked the Staff Side to put forward its suggestions concerning retrenchment. The Staff Side stated that there was no room for retrenchment in any Government Office. If, however, Government felt otherwise it should appoint a Committee with representatives of

Government and the staff on it and retrenchment in any office should be carried out only after this Committee assesses the volume of work in that office and expresses the opinion that there was room for retrenchment. The Chairman said that that suggestion was not acceptable to the Government Side, whereupon the staff Side proposed that since there was no agreement between the two sides the issue may be referred to arbitration . The Chairman said that according to rule(ii) in Chapter Iv(Manner of taking decisions) in the accompaniment to Government Resolution, Political and Services Department No. 9675/34, dated the 9th February 1948 if on any question no ecision could be reached for the reason that the requisite number of members of both the sides did not agree to it and either of the sides wished to press it , it would forthwith be communicated to Government in the Political and Services Department who would thendecide how to settle it. Government might either refer the question back to the Council or refer it to arbitration according to the importance of the question. The Staff Side, however, maintained that according to condition (c) of the Conditions attached to the recognition of the Federation laid down in Government Resolution, Political and Services Department, No. 43/46, dated the 7th October 1947, in the even of agreement not being reached between the Official Side and the Staff Side of the Joint Council the point at issue had to be referred to arbitration. The Secretary, Finance Department suggested that a further attempt might be made to find out the common ground between the two sides. He put forward the following tentative suggestions:-

(i) Government might make a declaration that retrenchment was not an attempt to effect a saving by exacting more than reasonable work from the staff. Apart from these already being a certain number of superflous posts, there was the consideration that, as a result of the steps taken by Government, there was, or would be, a decrease in the volume of work in the various offices. Only such staff as already was, or would hereafter become superflous was being retrenched.

(ii) The Secretary, Finance Department, the Special Officer for retrenchment and a representative of the Staff Side might come together and draft a suitable formula regarding the procedure for consulting the Staff Side on matters pertaining to retrenchment.

(iii) While consultation would thus be provided for, the decision must of course rest with Government.

The Staff Side expressed the apprehension that the consideration of the suggestions made by the Secr tary, Finance Department would take time and in themeantime the notices served on the persons to be retrenched would become effective, to wahi which they objected. The Chairman said that the Joint Council would consider the matter at a special meeting which would be convened shortly.. The Council finally accepted the suggestions made by the Secretary,Finance Department

As regards the Federation's demand for the grant of overtime allowance, the Chairman informed the Council that Government was still awaiting the decision of Government of India on the point. The Staff Side urged that there was no obvious reasons why Government should not take independent decision on the question since it decided issues like the increase in the hours of work independently. The Secretary, Finance Department ,however, stated that the grant of this demand involved expenditure and might prove embarassing to the Government of India. It was, therefore, not possible for Government to take an independent decision on the question.

As regards the Federation's demand for the grant of quasi-permenent status to employees in temporary establishments, the Secretary, Finance Department stated that the orders applying to the Temporary employees the same leave rules as for the permanent employees were on the point of being issued. The grant of quasi-permanent status would make the temporary employees eligible for terminal benefits of gratiuty, pension, etc. The Secretary, Finance Department stated that that point was also under consideration. Orders thereon were held up in view of the retrenchment and would be issued as soon as the position stabilises.

The meeting then considered the question regarding the grant of pension, gratuity, etc. to the persons from the work-charged establishment in the Public Works Department of the former Kolhapur Government. The Deputy Secretary, Public Works Department stated that the persons who had been discharged, were found to be surplus. The persons on the work-charged establishment were not a eligible for the pension and gratuity benefits and as such the persons who were discharged were not given these benefits.

Shri K.T. Ranade requested the Chairman that copies of all orders concering the conditions of work of the employees may be furnished to the Federation. The Chairman promised to consider the suggestion.

Thereafter the meeting terminated.

No. 9675/34-D
Political and Services Department
Bombay Castle, 18th July 1950

From

The Chief Secretary to the Government of Bombay,
Political and Services Department.

To

All Members of the Council for the Class IV employees of Government.

Subject:- Meeting of the Council for the Class IV employees of Government held on the 25th May 1950

Sir,

I am directed to forward herewith for your information a copy of the Minutes of the meeting mentioned above.

Yours faithfully,

Sd/-
For Chief Secretary to the Governme of Bombay.
Political and Services Departmen

Copy, with a copy of the minutes , forwarded with compl ments, for information to:-

The Secretary, Finance Department,
All Departments of the Secretariat.

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COPY.

Minutes of the meeting of the Joint Council for Class IV employees of Government held on 25th May 1950 in the Committee Room of the Secretariat, Bombay.

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PRESENT.

The Chief Secretary to Government (in the chair).
The Commissioner, Central Division,
The Secretary to Government, Finance Department,
The Deputy Secretary to Government, Home Department,
Shri D.P. Deshmukh
Shri D.M. Sant,
Shri S.H. Pavaskar,
Shri Fakir Mohmed S. Naik,
Shri J.S. Goraksha.

Item No. 1. Shri S.H. Pavaskar proposed that dearness allowance should be paid to all Class Iv Goverment employees at rates recommended by the Central Pay Commission and that no distinction should be made between any categories of Class Iv servants in the matter of rates of dearness allowance. It should be uniform for all Class Iv employees. The Secretary, Finance Department explained that although the cost of living index had gone down, Government did not contemplate to make any reduction in the rates of dearness allowance sanctioned by them. In the present circumstances it was not possible for Government to increase the rates of dearness allowance.

Item No. 2: Regarding the contention of the representatives of Class Iv employees that old Class Iv servants had not benefited by the revision of pay-scales, Secretary Finance Department pointed out that in order that Government servants as whole should benefit by the revision of pay-scales certain formulas had to be devised and the pay of various Government servants fixed in accordance with these formulas, and barring a few accidents the revision of pay scales was

considered to be satisfactory. The Chief Secretary asked the representatives of Class Iv servants to bring to the notice of Government such instances which will be duly considered by them. A scheme of pension, gratuity, etc. is under the consideration of Government which is based more or less on the same lines as the scheme sanctioned by the Government of India providing for pension gratuity etc. to their servants.

Item 3. Secretary, Finance Department, made it clear that owing to financial stringency it was not possible for Government to increasex house rent allowance. It was suggested that Peons quarters may be built in All District and Talika headquarters so that the question of housing may be permanently solved. The Chief Secretary explained that as the financial position was acute, Government could not undertake any housing programme for their employees at present.

Item 4 Shri Fakir Mohamed requested that relatives of peons may be allowed to stay in the rooms allotted to the peons as it was not possible for them to secure any accommodation outside. The Chief Secretary explained that due to congestion in the chawls the sanitary conditions were far from desirable and water and drainage services were greatly taxed and hence Government was not in favour of allowing relatives except certain categories of relatives who were completely dependent on the peons to stay with them. Moreover this concession was being abused by a number of peons in that they were making money by sub-letting the rooms and other ways. It was agreed that in cases of special hardships relatives of peons may be allowed to stay with them with the permission of the Superintendent of the Chawls.

Shir Fakir Mohamed stated that the hours of work for peons 9-45 a.m. to 7. p.m. were causing them great inconvenience and that they should be reduced. He said that it was sufficient if they were required to attend at 10 a.m. and allowed to go at 6-30 p.m. It was pointed out that there was an increase of half an hour only in their original hours of work and therefore no change was really necessary to alter the present orders regarding hours of work for peons.

P.W.D.

E.B.(II)

RECORD.

3-8-50

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Prescedings of the Fourth Meeting of the Joint Council held in the Committee Room on the first floor of the Secretariat at 2-30 P.M. on Tuesday, the 18th July 1950.

Government Side.

1. Chief Secretary to Government.
2. Commissioner, Northern Division.
3. Surgeon General with the Government of Bombay.
4. Chief Conservator of Forests.
5. Deputy Secretary to Government, Public Works Department for Chief Engineer to Government.

Staff Side.

1. Shri N. S. Giradkar.
2. Shri K. T. Ranade.
3. Shri B. G. Deshpande.
4. Shri K. V. Kulkarni.

The Secretary to the Government of Bombay, Finance Department and the Officer on Special Duty(Retrenchment) were present by special invitation.

After the minutes of the third meeting of the council were confirmed the Chairman read out the tentiative decisions of Government laying down the manner in which the Joint Council would be enabled to express its views on the proposals regarding retrenchment in the various Government departments and offices. These decision are reproduced below:-

(1) The Joint Council will be informed by the Special Officer, as much in advance as practicable, of the number of notices likely to be issued, about to be issued , of hereafter actually issued, in respect of individual offices and departments.

(2) The Joint Council will then intimate to the Special Officer the names of the particular offices or departments in respect of which, having regard to the existing volume of work and strength of personnel they desire to exchange views with the Special Officer.

(3) The Special Officer will explain the position in respect of the particular offices and departments.

(4) The view of the Joint Council expressed at such discussion, will be taken into account by Government, it being understood however that the programme of retrenchment will not in regard to the time factor, be allowed to be impeded by reason of any delays involved in the observance of this procedure.

The Chairman then invited the remarks from the Staff Side on these proposals. Shri Giradkar pointed out that the Government decisions did not provide for the criticism by the Staff Side of the notices which had been already served and given affect to. To start with, Government had required the Heads of Offices and Departments to retrench 5% of their staff and in the first round of retrenchment Government had obviously executed a major portion of its retrenchment plan. Shri Giradkar maintained that since the contention of the staff Side was that there was no room for retrenching even 5% of the Staff in many departments and offices it should be open to the Staff Side to submit for reconsideration the cases arising out of the first round of retrenchment. The Chairman stated that it would not be possible for Government to allow reconsideration of those cases. Shri B.G. Deshpande stated that though the proposals for the reorganisation of the Forest Department were still pending with Government retrenchment had already been carried out in that Department. The Chief Conservator of Forests then pointed out instances in his Department where further retrenchment was possible? Shri K.V. Kulkarni stated that the basis adopted for retrenchment was-pe- of the staff in the Revenue Department staff in the Revenue Department was unsatisfactory and that the various items of work entrusted to the Revenue Department had been ignored while considering the volume of work in that Department. The officer on Special Duty explained how all those items had in fact been taken

into account while deciding the number of hands to be retrenched from the various sections of the Revenue Department. It was finally agreed that if the staff side felt that hardship had been caused to thestaff in any office or Department as a result of the 5% retrenchment it may bring such cases to the notice of the Officer on Special Duty Retrenchment. While agreeing to the Government decisions on the question of consultation with the Joint Council in regard to the implementation of the scheme of retrenchment. quoted above, the meeting decided that the officer on Special Duty Retrenchment. should communicate to the Chairman at least ten days in advance his proposals ~~to the members of the Council~~ for further further retrenchment. The Chairman would then fix a date for the meeting of the Joint Council and circulate those proposal to the members of the Council along with the aganda of the meeting. The meeting would discuss any specific cases of offices and departments which according to the staff Side required to be excluded from further retrenchment. The Chairman also agreed that though the services of the superannuated employees who had been granted extensions would not be terminated so such extensions would be granted in future except for special reasons.

The staff Side referred to the orders issued by Government for setting up a machinery for the absorption of the retrenched persons. It suggested that the break in the service of the employees in question between the date of retrenchment and the date o f absorption may be treated as extraoridinary leave and they may be given credit in respect of their past services. The Chairman observed that orders had already been issued relaxing the age-limit in thecase of such employees. 'According to those orders the employees who were within the age -limit at the time of appointment to the posts from which they were retrenched would be considered eligible for absorption. The question of condoning the break in service and giving them credit in respect of their past services for the purposes of grant of increments etc. was under the consideration of Government.

The staff Side stated that while carrying out the retrenchment in many cases, the Heads of Offices and Departments retrenched senior persons with long service to their credit inste ad of retrenching the junior most persons. In many of such cases they took the plea of unsatisfactory work of wuch senior persons and retrenched them without making proper enquiries into the defaults attributed to them. The Chairman pointed out that in all such cases it was open to the persons in question to make a representation to Government in the matter.

Thereafter the Chairman informed the Committee that he had agreed to the question of restoration of the former hours of work being discussed though that item had not been included in the agenda of the meeting. Shri Giradkar stated that increase in the hours of work had caused much discontent among the employees. The Central Pay Commission iteself had recommended thirty-eight and a half hours of work per week including half an hour 's recess each day except Saturday. This came to six and half hours of actual work on all working days except saturdays and three and half hours of work

on all working days except Saturdays and three and half hours of work on Saturdays. The Government of India had also prescribed the same hours of work for its own employees- Shri Giradkar also observed that the Joint Council established by Government for its own employees was a body exactly similar to the Works Committees which the private concerns employing more than a hundred workmen were required to establish. Increase in the hours of work was one of the matters which came within the scope of deliberations of the works Committees. As such Government should have consulted the Joint Committee before increasing the hours of work . The Chairman furnished the Committee with the information regarding hours of work in some private concerns. It was found that some concerns had six and half hours of work per day though the recess period was of one hour and therefore the total hours of work were seven and half per day. In the case of the Reserve Bank of India the hours of work were six and three-fourths. The Chairman suggested that the recess period may be increased from half an hour to three fourths of an hour without altering the present hours of work. This system might be tried for a month and if it was found unsatisfactory the former hours of work might be restores by the end of that period. i.e. by about the 15th August 1950 He also informed the Committee that Government had received representations also from independent sections of employees urging the restoration of the former hours of of work on the ground that the increased hours of work caused them much inconvenience. Government was consulting the Heads of Departments on that point and would review the orders and decide the matter finally by the 15th August 1950. The Staff Side did not agree to the suggestion to increase the recess period to three fourths of an hour without altering the present hours of work. On the request made by Shri Giradkar the proposal that the former hours of work might be restored with immediate effect was put to vote. The Chairman asked each member individually whether he was in favour of immediate restoration of the former hours if work or agreed to the present orders regarding the hours of work being reviewed by the 15th August 1950 after consultations with the Heads of Departments. Shri N.S. Giradkar, Shri B.G. Deshpande and Shri K.T. Ranade from the Staff Side were in favour of the immediate restoration of hours of work while all members of the Government side and Shri K.V. Kulkarni from the Staff Side preferred the later alternative. The proposal was thus declared lost .

Thereafter the meeting terminated.

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( Below copy of O.N., dt. the 22.11.50 and notes thereunder reg: the Unit suggested for the circle, Dnl. and Sub. Dnl. offices by the staff side member of the Joint council)

No. 2679/48(1) -E(II)

P.W.D.
B.C. (Bombay No 1.) 29th Novr. 1950

Copy forwarded to the Special Officer (Retrenchment) for information.

By order of the G. of B,

Asstt. Secy. to the Govt. of Bombay.

Id/-
28-11-50